

**AGENDA  
CITY COUNCIL  
WORK SESSION  
CITY OF EAST GRAND FORKS  
DECEMBER 22, 2009  
5:00 PM**

**CALL TO ORDER**

**CALL OF ROLL**

**DETERMINATION OF A QUORUM**

1. Hydrogen Sulfide Update – John Wachter
2. Mechanic Position – John Wachter
3. 2010 City Council Meetings – Wayne Gregoire
4. Discuss Committees – Dick Grassel/Scott Huizenga
5. Proposed Compensation Plan – Scott Huizenga

**ADJOURN**

**AGENDA  
CITY COUNCIL  
CLOSED MEETING  
CITY OF EAST GRAND FORKS  
DECEMBER 22, 2009  
5:00 PM**

**CALL TO ORDER**

**CALL OF ROLL**

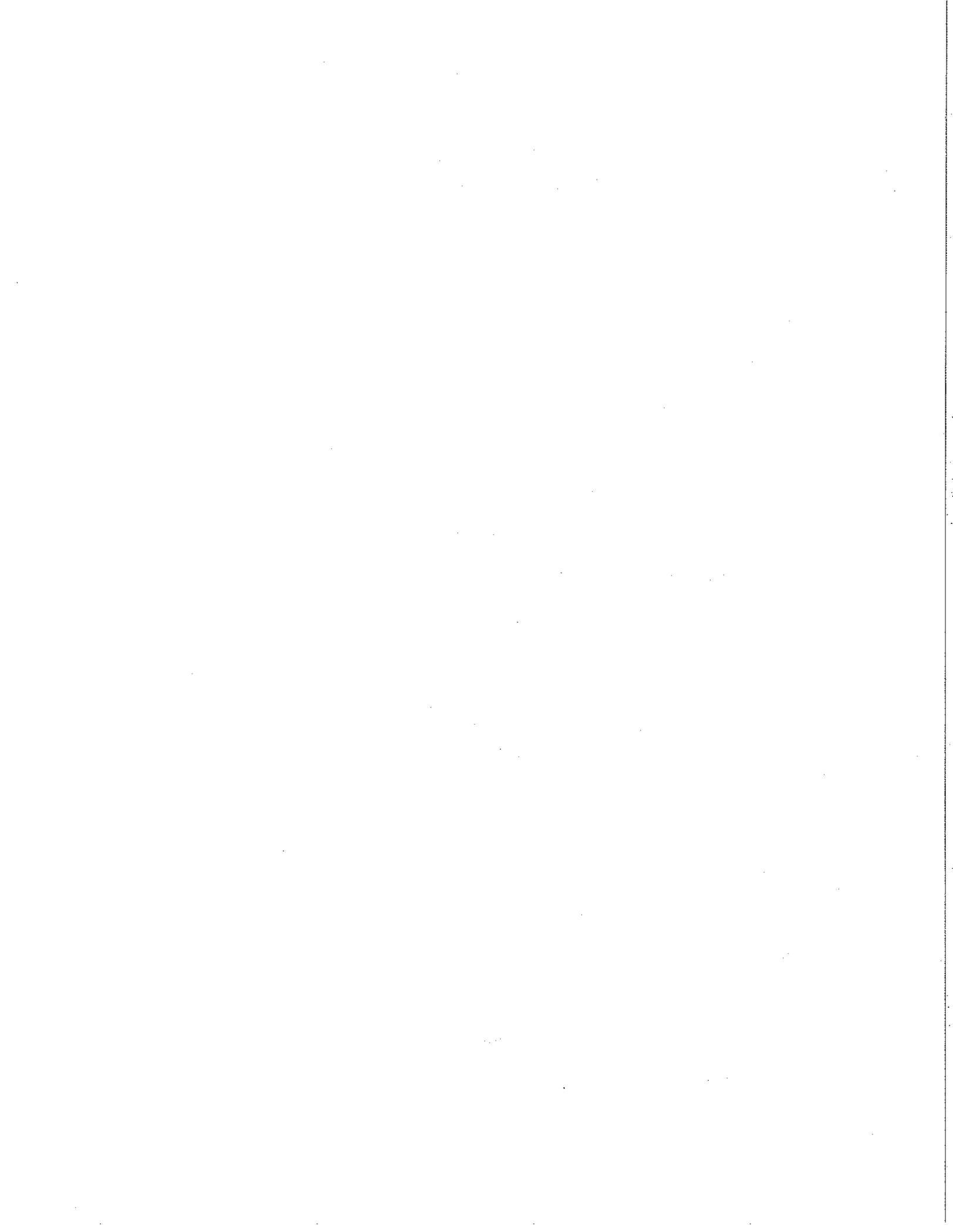
**DETERMINATION OF A QUORUM**

1. Consider strategy for labor negotiations pursuant to Minn.Stat. 13D.03, subd. 1 (b).

**ADJOURN**

**Upcoming Meetings**

Regular Meeting – January 5, 2009 – 5:00 PM – Council Chambers



# Request for Council Action

Date: 12/16/09

To: East Grand Forks City Council, Mayor Lynn Stauss, President Dick Grassel, Council Vice President Henry Tweten, Council Members: Marc Demers, Craig Buckalew, Wayne Gregoire, Greg Leigh, and Mike Pokrzywinski.

Cc: File

From: John Wachter

RE: Hydrogen Sulfide Update

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## Background and supporting documentation of request:

Update council on efforts of staff to remove hydrogen sulfide odor from sewer system at sanitary lift station #1 and on 10<sup>th</sup> Street NW.

## Recommendation:

**GW & Sons Construction Inc.**

1555 N 52nd St.

Grand Forks, ND 58203

Ph.(701)775-8978

Fax.(701)775-2235

**PROPOSAL AND**  
**ACCEPTANCE**

<b>DATE</b>	<b>QUOTE #</b>
12/4/2009	707

<b>NAME / ADDRESS</b>
East Grand Forks Wastewater Dept. 801 2nd St. NE East Grand Forks, MN 56721

<b>P.O. NO.</b>	<b>TERMS</b>
Verb/Mark	Good for 15 days

<b>DESCRIPTION</b>	<b>QTY</b>	<b>TOTAL</b>
1 - 6068 insulated steel walkdoor in endwall of building.		
<b>TOTAL PRICE</b>	1	17,715.00

Please sign and date below to accept this proposal & send one signed copy to us. Thank You.

Date

Page 2  
Signature

# GW & Sons Construction Inc.

1555 N 52nd St.

Grand Forks, ND 58203

Ph.(701)775-8978

Fax.(701)775-2235

## PROPOSAL AND ACCEPTANCE

DATE	QUOTE #
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East Grand Forks Wastewater Dept. 801 2nd St. NE East Grand Forks, MN 56721

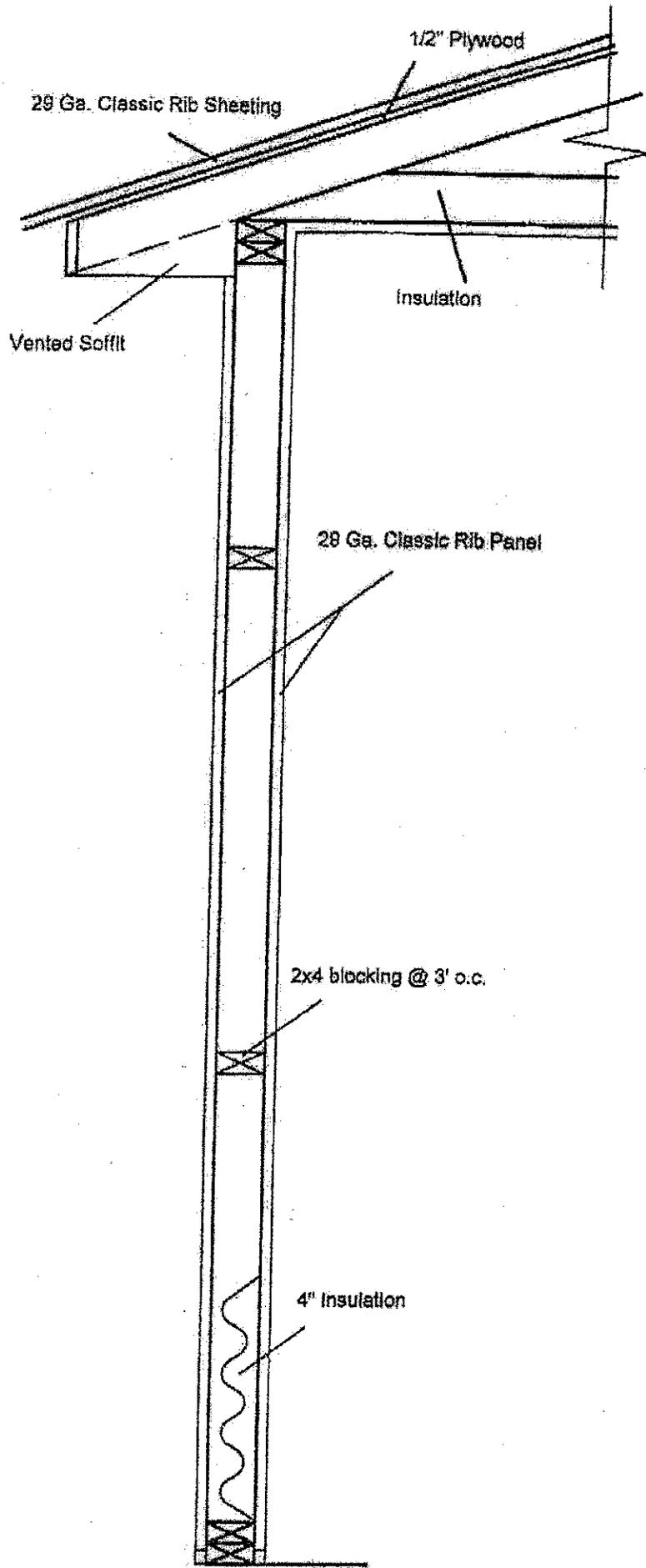
P.O. NO.	TERMS
Verb/Mark	Good for 15 days

DESCRIPTION	QTY	TOTAL
We at GW & Sons Construction Inc. Propose Materials and Labor for the following: Re: Lift Station #1		
14' x 14' x 8' Building at lift station #1 Built on existing concrete slab.		
2 x 4 walls insulated		
Wood trusses with insulated ceiling		
Fascia and vented soffit.		
29 Ga. Sheeting on roof and walls.		
29 Ga. sheeting on interior of building ceiling and walls.		
2 - Vents in the ceiling		

Please sign and date below to accept this proposal & send one signed copy to us. Thank You.

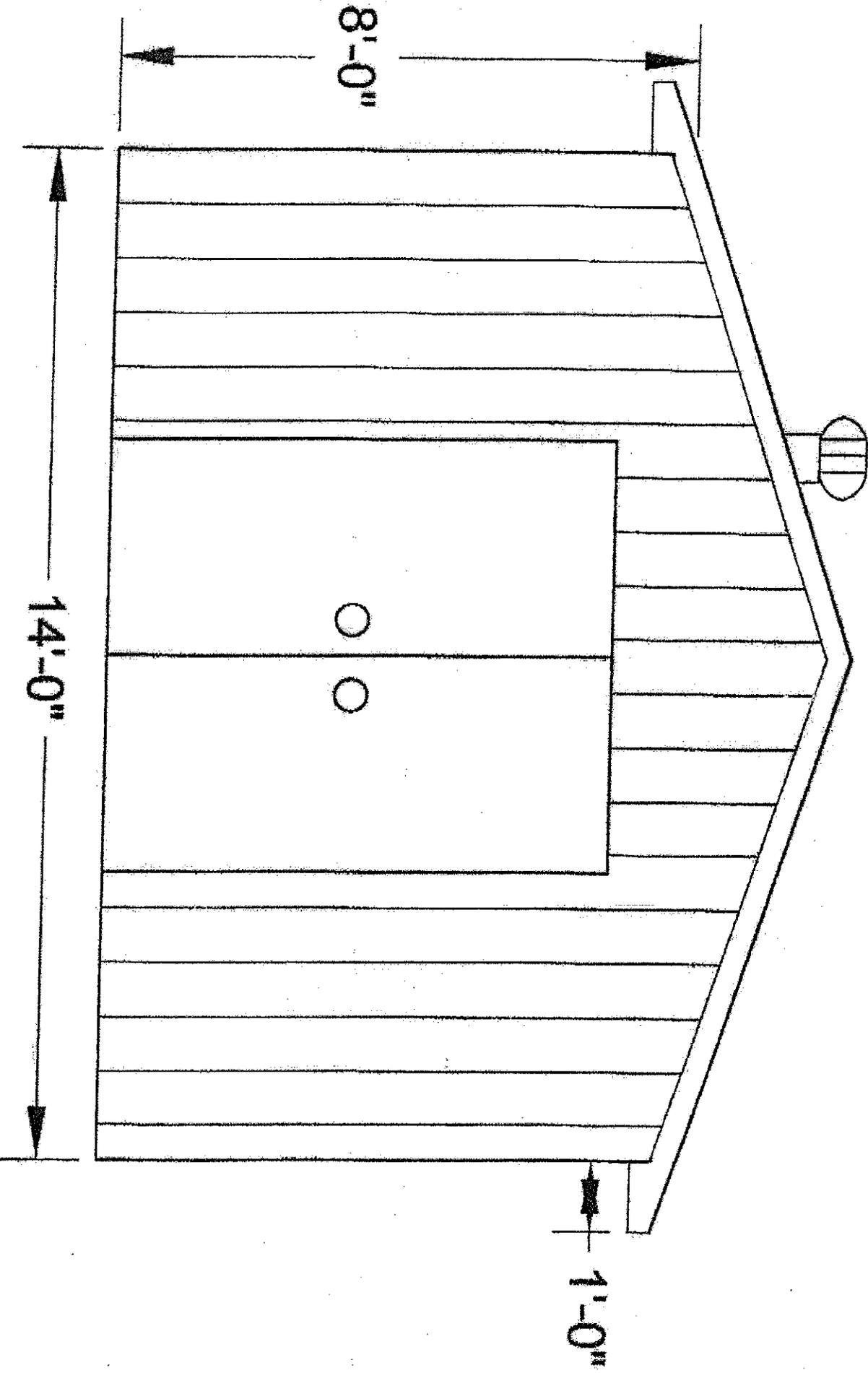
Date

Page 1  
Signature



ATTN:  
Mark  
OR  
John

2 - Vents





Syneco Systems, Inc.  
 80 West 78th Street, Suite 133  
 Chanhassen, MN 55317  
 Tele: 952-927-9215  
 Fax: 952-927-9224  
 E-mail: sales@synecosystems.com

**QUOTATION**

**FOR:** City of East Grand Forks  
John Wachter  
1001 2<sup>nd</sup> St. NE  
East Grand Forks, MN 56721

**DATE:** 11/17/2009

**QUOTATION NUMBER:**  
Main Lift Station

ITEM	DESCRIPTION	Lease/Purchase		PRICE
1	(2) 5X5 Scrubbers hooked in series with aVBW6 Fan	2 Year Lease	Freight & Startup Included	\$43,890.00
2	(2) 5X5 Scrubbers hooked in series with aVBW6 Fan	Purchase	Freight & Startup Included	\$45,170.00
3	Media Replacement	Purchase	Change Out Assistance by Syneco. Included. Freight is FOB CA	\$14,230.00

**TERMS:** Net 30 days from date of invoice.

**CONDITIONS:**

- 1) All orders are subject to manufacturer's acceptance.
- 2) Full freight allowed to job site if access is available via common carrier.
- 3) Shipment will be made via most economical way within 30 days of receipt of order.
- 4) Manufacturer shall not be liable for failure or delay in delivery due to any cause beyond its control.
- 5) Prices are firm for 120 days from above date.
- 6) Taxes, if applicable, are not included in this quotation.
- 7) Installation of equipment herein shall be under the control and at the expense of Purchaser.
- 8) Exchange per Agreement signed.
- 9) Amendment to this quotation can only be done in writing by an officer of Syneco Systems, Inc.

By: Dave Keller  
Syneco Systems, Inc.



Phone: (952) 927-9215  
Fax: (952) 927-9224  
E-mail: [sales@synecosystems.com](mailto:sales@synecosystems.com)  
Website: [www.synecosystems.com](http://www.synecosystems.com)

Odor control made easy....

# Peacemaker™

PRE-FILTER/H<sub>2</sub>S CONVERTER, OXIDIZING  
DRY AIR SCRUBBERS

## AN ADVANCEMENT IN ODOR CONTROL TECHNOLOGY

PEACEMAKER™ Scrubbers provide two or three stage chemistry for the control of odors from hydrogen sulfide (H<sub>2</sub>S), mercaptans, ammonia, amines and other odors generated in wastewater collection and treatment systems. They are easy to use, effective and economic.

- Lift Stations
- Headworks
- Grit Rooms
- Sludge Processing

In what follows, when we say "odor" we mostly mean H<sub>2</sub>S. We know there are other reduced-sulfur and nitrogen-based compounds involved and we have planned for them, but H<sub>2</sub>S is the main culprit and is most important in discussion and design.

## OUR DESIGN PRINCIPLE...SIMPLICITY

**"The Best Solution Should be the Simplest, but Not Simpler." – Albert Einstein**

Often it is the simplest solution that works the best. Complexity is the enemy of effective, long-term odor control. Too much fussing, too many bells and whistles spell trouble.

Peacemaker scrubbers are one or two vessel fixed-bed systems, containing two or three stages of media depending on the levels of H<sub>2</sub>S.

There is one moving part, a blower. Only one thing can happen - foul air goes in, clean air comes out. There are no chemicals to add and there is no maintenance to do for the service life of the scrubber. When your Peacemaker does need attention, the entire scrubber is replaced or the media is replaced, depending upon the size of the scrubber and whether you choose to lease, buy or a service contract (more on this later).

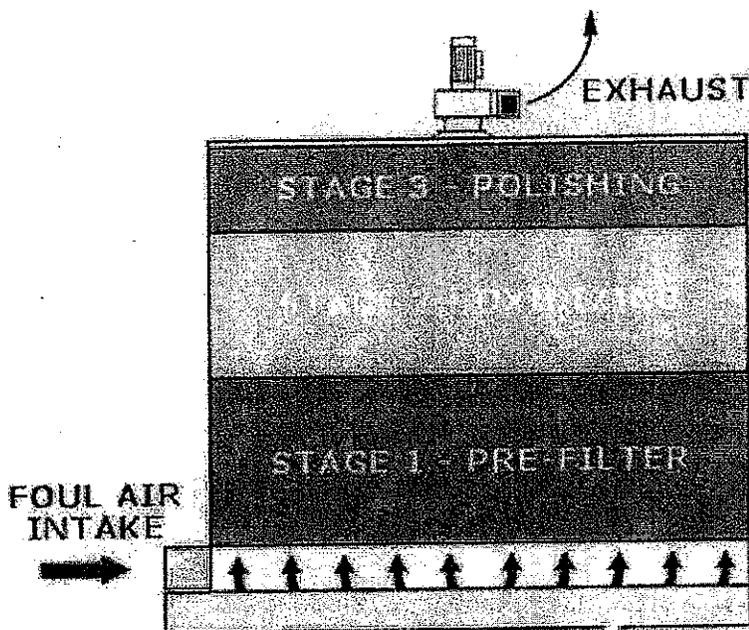
But no matter how simple and easy, odor control solutions must be effective to be worthwhile.

## PEACEMAKER™ SCRUBBERS GET THE JOB DONE

### STAGE ONE - Pre-Filter/H<sub>2</sub>S Converter Layer

PERSNICKETY® Pre-Filter/H<sub>2</sub>S Converter Media uses a patented polymeric amine, formulated for maximum removal of H<sub>2</sub>S and volatile mercaptans. The combination of multiple amine sites and organophilic properties allows for fast, efficient removal of these problematic compounds. This chemistry reacts with H<sub>2</sub>S and mercaptans to form water-soluble and non-volatile poly sulfides that are readily biodegradable. In simple words, gaseous H<sub>2</sub>S is turned into a stable liquid polymer.

We design systems to achieve a minimum H<sub>2</sub>S reduction of 90% through the pre-filter media bed as the first layer in a single vessel system. In a two-vessel scrubber system, used in series, pre-filter media is the only media used in the first vessel and as the first layer of the second vessel. When levels of H<sub>2</sub>S are over 150 PPM the scrubber system uses the H<sub>2</sub>S conversion and polishing media only and are sized for 99% removal.



### STAGE TWO - A Chlorine Dioxide Layer

This second layer releases chlorine dioxide (ClO<sub>2</sub>) when contacted by H<sub>2</sub>S molecules. Reactions are instantaneous, and produce inorganic sulfate. Simply stated, salt drops out.

Chlorine dioxide is an extremely powerful oxidizing agent. Because it reacts selectively and primarily only with the most offensive odor-producing compounds, it will remain intact longer than chlorine, sodium hypochlorite, peroxide and potassium permanganate. Since unwanted reactions do not occur, power is not wasted and service life is extended.

Stage Two media very thoroughly completes the job with chlorine dioxide. The result is an H<sub>2</sub>S removal rate of greater than 99.5%. The chlorine dioxide media is not used when H<sub>2</sub>S exceeds 150 PPM.

### STAGE THREE- A Polishing Layer

Carbon technology is used in cases where levels of amines and ammonias are higher than normally found in domestic wastewater.

## CORROSION CONTROL

### It Isn't Always Just About Odor

Corrosion control is a substantial secondary benefit, and in some cases it is primary. H<sub>2</sub>S accumulates in enclosed spaces. Turbulence releases it to atmosphere, but Henry's Law is in play, too. It is not unusual to find several hundred ppm of H<sub>2</sub>S in enclosed spaces. It eventually forms sulfuric acid, a highly corrosive compound.

In most cases, H<sub>2</sub>S cannot simply be exhausted into a neighborhood. But when it is continuously drawn off and scrubbed, corrosion commonly reduces by ninety percent or more, and complaints stay in check. This can save big money on repairs.

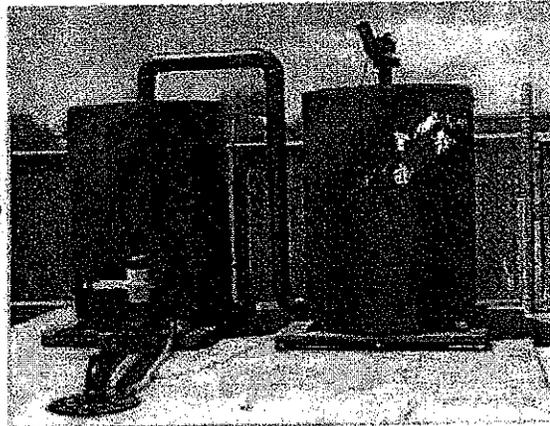
## **SIZING PEACEMAKER™ SCRUBBERS**

**THERE ARE TWO ESSENTIAL QUESTIONS TO BE ANSWERED.**

### **How much airflow is required?**

Benefits accrue from moving only enough air to maintain a slight negative pressure. This will prevent fugitive malodors and provide the best economics. Higher-than-necessary airflow increases static pressure through the media bed and reduces residence time. A larger scrubber may be needed and cost would increase.

To calculate optimum airflow we must determine the potential for air displacement (e.g. gpm pumped into a wet well). Of course, if there is an air exchange requirement for confined space entry or a need for higher airflow for any other reasons, it can be accommodated.



### **How much H<sub>2</sub>S is in that air?**

This can be a difficult question to answer. It can be influenced by time of day, time of year, residence time, measuring techniques and numerous additional factors. Truth is it is hard to escape applying some judgment in making this determination. Experience helps, of course, but Peacemaker systems have built-in flexibility and scalability, which helps, too. Ultimately, the formula is simple: cfm airflow x ppm H<sub>2</sub>S = quantity of media required.

This is an important process, and we need to work together. We start with a review of Form No. 550A-NG, "Information Required for Sizing PEACEMAKER™ Pre-Filter/H<sub>2</sub>S Converter Dry Air Scrubbers".

### **AVAILABLE SIZES**

When we have determined the quantity of media required, we simply match that need to the correct vessel size and add the right fan to provide desired airflow at the existing static pressure.

## **LEASE, BUY OR SERVICE CONTRACT? YOUR CHOICE!**

### **Lease**

The length of "term" for most PEACEMAKER™ leases is one to three years. At the end of term, we provide a new scrubber, if you wish, and you return the old one to us, freight collect. If conditions change from one term to the next, we can change the new scrubber to match the new conditions. You will never be stuck with out-grown and useless equipment. In addition, our lease agreement is like our scrubbers - simple and straightforward.

### **Buy**

If your PEACEMAKER™ needs to come from a capital budget, this is obviously the way to go. It will still be a great value. Lease or buy, labor and maintenance costs will be minimal. There just is not much to do once the scrubber is up and running besides enjoying the nice clean air and the very quiet phone.

### **Service Contract**

The length of "term" for most PEACEMAKER™ service contracts is three to five years. With a service contract, H<sub>2</sub>S loadings and CFM would have to be well documented and we would guarantee the life of the scrubber system for the life of the service contract based on those levels.

## SUPPLEMENTARY INFORMATION

### Form No.

550C-NG - PEACEMAKER™ Pre-Filter/H<sub>2</sub>S Converter Standard Blower Specifications Summary  
550E-NG - PEACEMAKER™ Pre-Filter/H<sub>2</sub>S Converter Standard Scrubber Models Specifications  
550A-NG - Information Required For Sizing PEACEMAKER™ Pre-Filter/H<sub>2</sub>S Converter Dry Air Scrubbers

The same media technology is used in other devices for odor control:

### Form No.

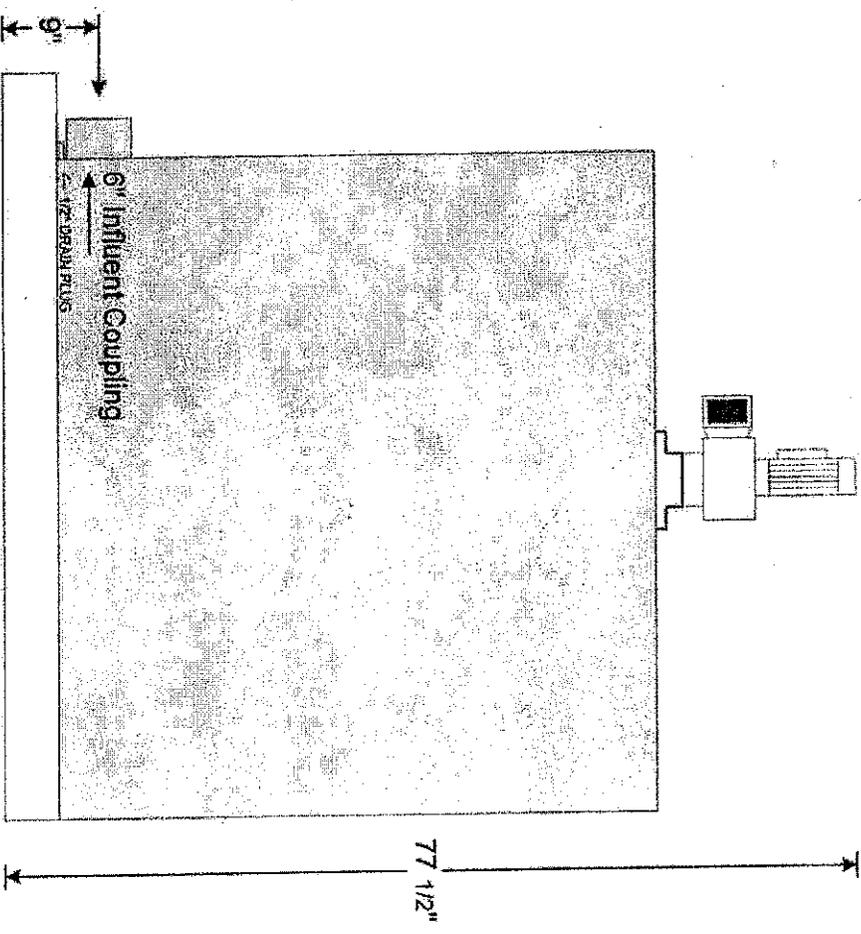
502 - PERSNICKETY® Pre-Filter/H<sub>2</sub>S Converter, Oxidizing & Polishing Media For Odor Control  
575NG-TS - PEACEMAKER™ Odor Control Manhole Inserts  
576 - PEACEMAKER™ Vent Stack Filters

### Limited Warranty:

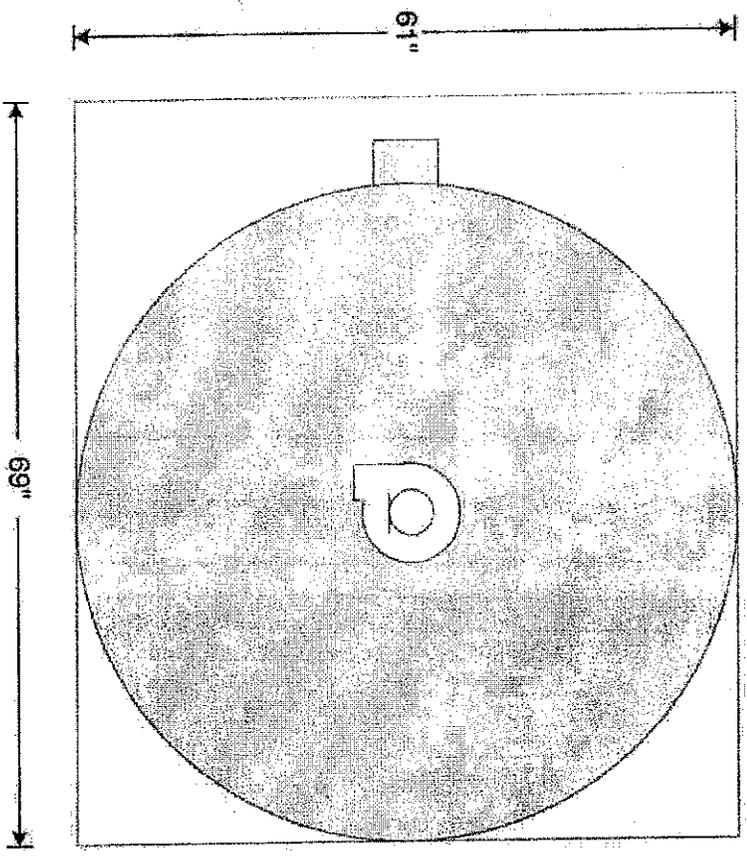
Our only obligation shall be to replace or pay for any material proved defective. Beyond the purchase price of materials supplied by us, we assume no liability for damages of any kind and the user accepts the product "as is" and without warranties, expressed or implied. The suitability of the product for an intended use shall be solely up to the user.

**PEACEMAKER™ SCRUBBER MODEL: 5x5 VBL 5/6, VBW 6 FAN**

Side View



Top View



Syneco Systems, Inc.  
80 West 7<sup>th</sup> Street, Suite 133  
Chanhassen, MN 55317  
Tel: (952) 927-9215  
Fax: (952) 927-9224  
E-mail: sales@synecosystems.com

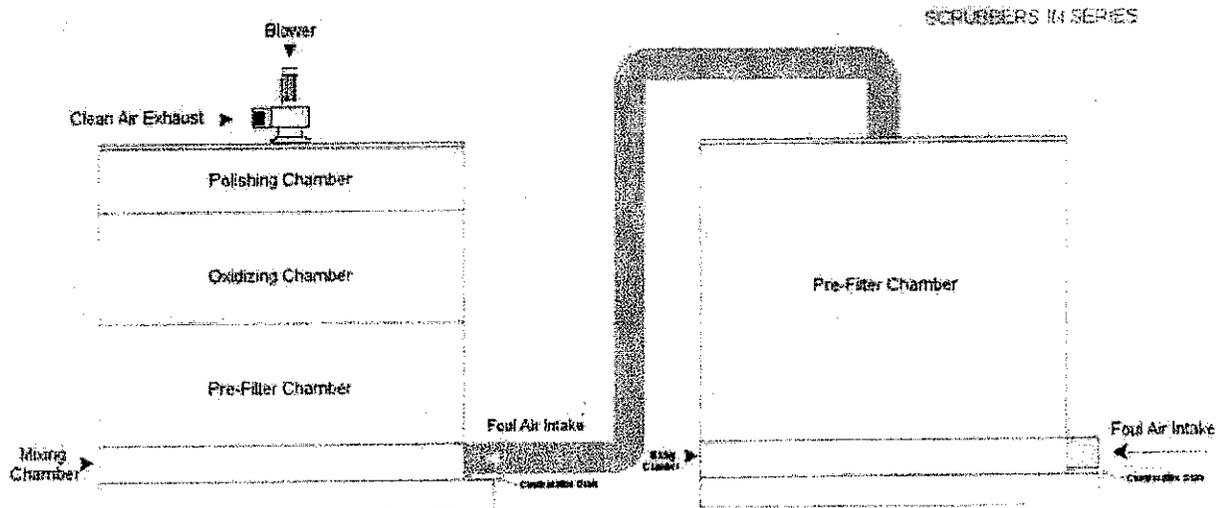
© 1994-2009 Syneco Systems, Inc.

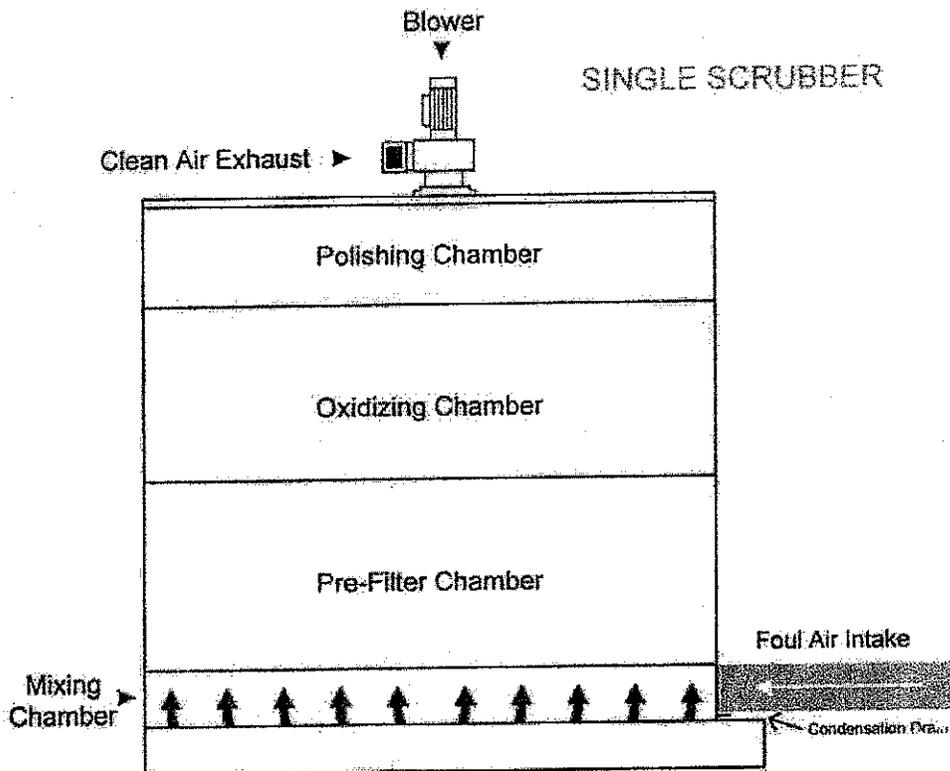
FORM NO. 550E-NG

**PEACEMAKER™ PRE-FILTER/H<sub>2</sub>S CONVERTER STANDARD SCRUBBER MODELS**  
**PHYSICAL SPECIFICATIONS SUMMARY**

MODELS	2x2	3x3	4x4	5x5	6x6	8x5	10x5
Vessels (gray HDPE, " thick )	1.9 SP	1.9 SP	1.9 SP	1.9 SP	1.9 SP	1.9 SP	1.9 SP
Cover (gray ABS, " thick)	3/16	3/16	3/16	3/16	1/2	1/2	1/2
Foul air intake size diameter (maximum ")	2	4	4	6	8	8	12
Lower air diffuser (perforated ABS ")	1/4	1/4	1/4				
Lower air diffuser (perforated HDPE ")	3/16" HDPE With coated steel support system						
<i>For total height, see Blower Specifications Form No. 550-G, for height of recommended blower and add to height of scrubber</i>							
Height (")	29	41	53	62	72	67	65
Diameter (")	24	37	48	61	73	96	120
Cubic Feet (maximum)	5	18	45	96	126	196	268
Foot Print +	24x36	37x43	48x54	61x67	73x79	96x102	120x126
Fan (maximum)	AO 70	VBL5	VBL6	VBW6	VBW6	VBL9	NY Blower
Nominal Charged Weight (lbs.)	325	1,035	2,435	4,315	7,220	9,915	15,295
Airflow (maximum cfm)	20	100	270	450	750	1100	1800
<i>Scrubber Size Is determined by PPM of H<sub>2</sub>S and CFM</i>							
Storage and Use: Store and use away from acids and reducing agents. Do not add any chemicals to the scrubber other than those recommended by the manufacturer.							

Individual Specification Sheets are available on each model. Drawings below are representative. See Specifications for actual dimensions. Passive (no fan) units are available, and are used mainly on air relief valves. Syneco Systems reserves the right to change specifications without prior notice. In no case shall such changes have an adverse effect on the performance of the product.





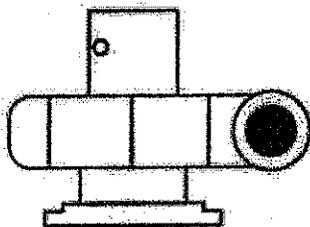
FORM NO. 550C-NG

**PEACEMAKER™ PRE-FILTER/H<sub>2</sub>S CONVERTER STANDARD BLOWER SPECIFICATIONS SUMMARY**

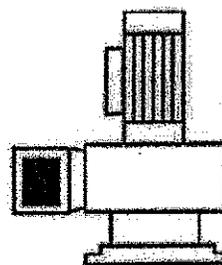
BLOWER MODEL	RPM	"WC @ CFM	HP	VOLTS	CYCLES	PHASE	AMPS	KW	HEIGHT"
<b>TOP MOUNTED</b>									
AO 70	3200	1.0" @ 60	0.033	115	60	1	1.3	0.12	8
VBL5	2950	1.4" @ 60	0.75	115 or 230	60	1	7.4/3.7	0.72	15
VBL6	3450	2.8" @ 150	0.75	115 or 230	60	1	7.4/3.7	0.72	15
VBW6	2950	3.2" @ 450	0.75	230	60	1	2.4	0.55	15
VBW6	2950	1.7" @ 750	0.75	230	60	1	2.4	0.55	15
VBL9	3400	6.0" @ 1000	3.35	230 or 460	60	3	7.4/4.3	1.76	21
<b>FLOOR MOUNTED</b>									
NY Blower	3600	5.0" @ 1800	3.00	230 or 460	60	3	7.4/3.7	1.38	25.5

*Explosion-proof blowers are available in all models except for AO-70*

**FAN CONFIGURATIONS**

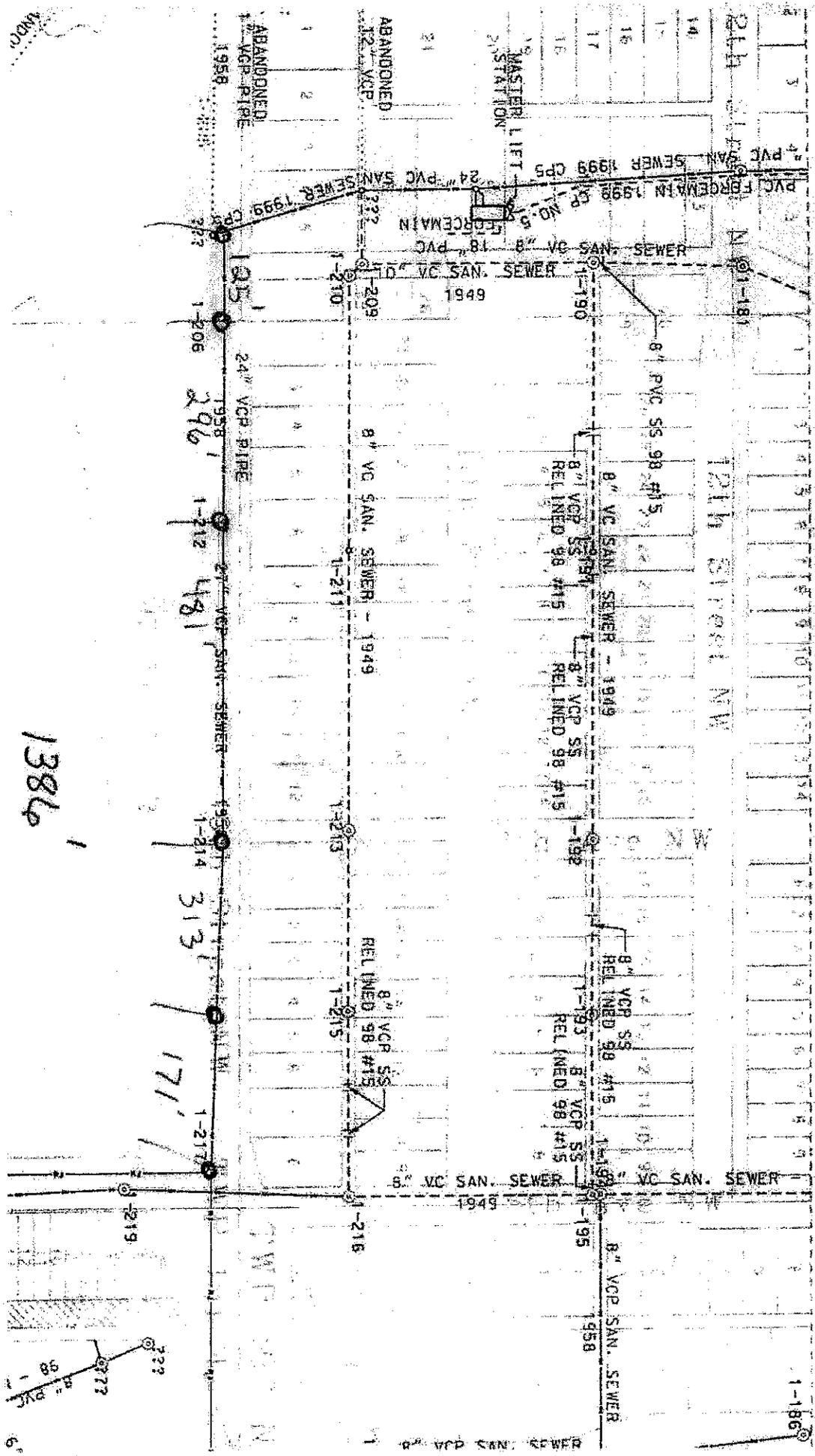


**AO 70 MODEL**



**VBL/VBW MODELS**

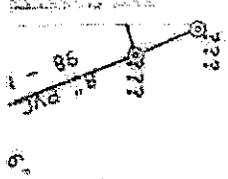
AND



25E

12th Street NW

1386



6'



# Request for Council Action

Date: 12/16/09

To: East Grand Forks City Council, Mayor Lynn Stauss, President Dick Grassel, Council Vice President Henry Tweten, Council Members: Marc Demers, Craig Buckalew, Wayne Gregoire, Greg Leigh, and Mike Pokrzywinski.

Cc: File

From: John Wachter

RE: Mechanic

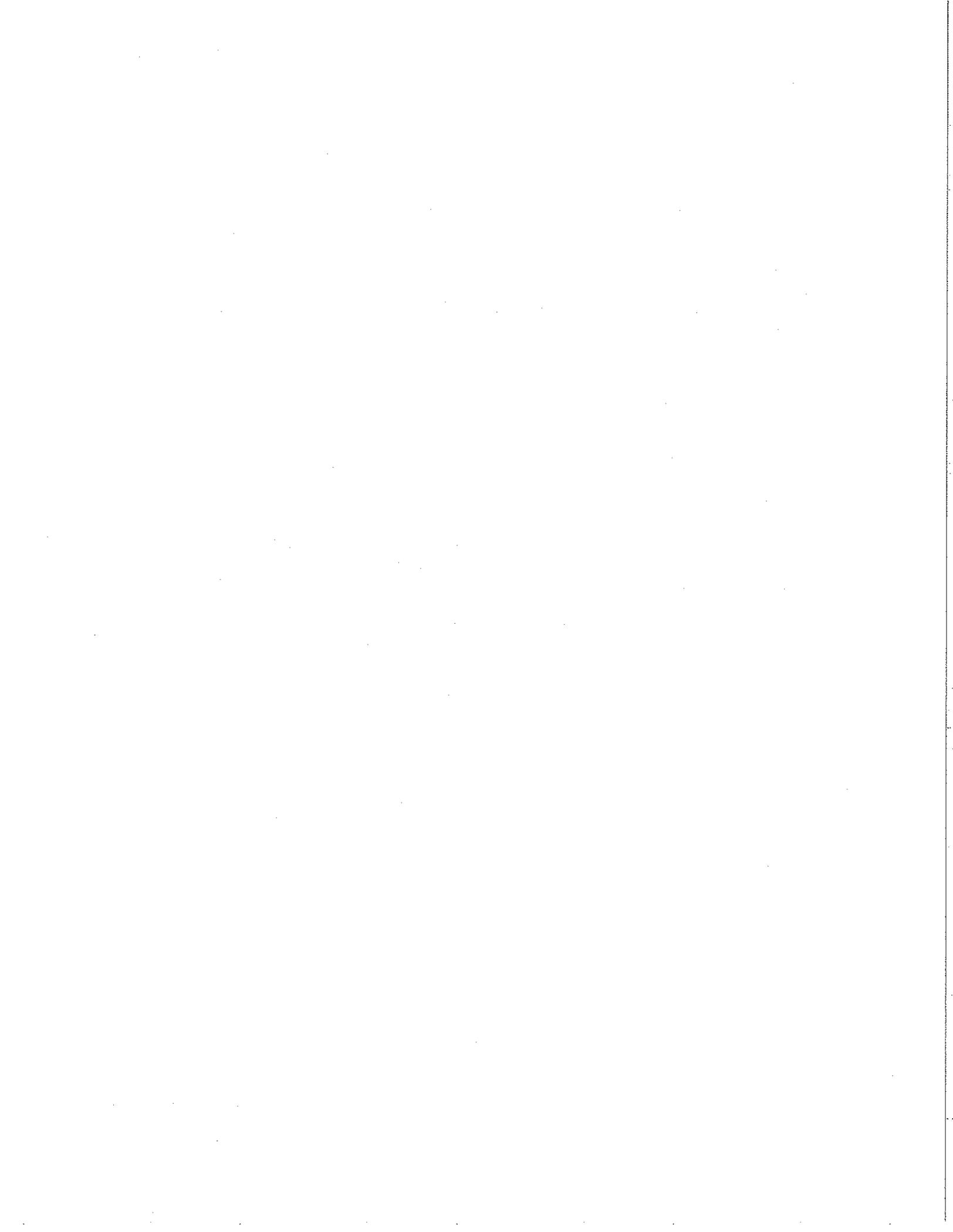
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Background and supporting documentation of request:

I need to fill the Mechanic position at this time. Mr. Ben Smith, will be retiring from city service on December 31, 2009. I will do a two week internal posting first, followed by public posting if needed.

In the case that position is filled internally, I would like to fill the corresponding position as well.

Recommendation: Approve the posting for the Mechanic position.



# Request for Council Action

Date: 12/16/09

To: East Grand Forks City Council, Mayor Lynn Stauss, President Dick Grassel, Council Vice President Henry Tweten, Council members: Marc DeMers, Craig Buckalew, Wayne Gregoire, Greg Leigh and Mike Pokrzywinski

Cc: File

From: Scott Huizenga, City Administrator

RE: City Council Committee Structures

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Several Council members have inquired about possible structures for the implementation of City Council committees. There are at least three options for possible committee structures including: the existing work session ("Committee of the Whole") system, a formal committee structure, or a "hybrid" model.

## **Committee Structure**

I envision three possible committees that the Council could develop in a new system: The committees would likely have three members. And, they would develop formal recommendations to the full City Council based upon committee votes.

- **Administration and Finance**: As the name implies, this committee would oversee matters relating to financial and administrative issues including budget, bonding, human resources, legal, and certain service contracts that have cross-departmental functions (e.g. City Hall).
- **Infrastructure and Maintenance**: This committee would oversee contracts, purchases, and projects primarily for the Departments of Parks and Recreation and Public Works
- **Public Safety**: This committee would oversee the functions of the Fire Department and the Police Department.

## **Advantages of the Committee Structure**

- Committees would vote upon formal recommendations to the City Council rather than relying upon staff to presume consensus.
- Division of labor allows for greater detail and Council input on each item while minimizing the time commitments for individual council members.

## **Disadvantages of the Committee Structure**

- Council members may feel "shut out" on specific issues; although they would always be permitted to participate in any committee.
- Committee meetings would likely occur during working hours

## **Hybrid Structure**

A proposed hybrid structure would retain the Committee of the Whole work session while establishing an Administrative Subcommittee for selected issues, presumably including budget. It would be very important to precisely define the scope and duties of such a committee. If the Administrative Subcommittee was *ad hoc* in nature, the City Council would be better advised to simply appoint task forces as needed. Alternatively, the City Council could specifically appoint a Budget Committee if that is the primary issue.

### **Advantages of the Hybrid Structure**

- The entire City Council retains input on all issues through the Committee of the Whole.
- Council can delegate specific detailed activities, when appropriate, to the established subcommittee.

### **Disadvantages of the Hybrid Structure**

- The unclear mission of subcommittee requires further definition.
- Council members may still feel "shut out" on issues that are delegated to the subcommittee.

### **Recommendation:**

If the City Council decides a committee structure is warranted, I recommend having multiple committees. The Committee of the Whole could be retained. But, it would become secondary to the formal committees. The Committee of the Whole would meet when items are referred by the individual committees.

Ultimately, any structure can work with the proper guidance and leadership from council members and staff. If a hybrid model is more palatable, the resulting subcommittee should be clearly defined with a specific mission and purpose. A loosely defined Administrative Subcommittee could lead to more confusion than clarity. Council Members should vote on rules that establish the issues that are referred to the subcommittee rather than retained by the full Committee of the Whole.

# Request for Council Action

Date: 12/16/09

To: East Grand Forks City Council, Mayor Lynn Stauss, President Dick Grassel, Council Vice President Henry Tweten, Council Members: Marc DeMers, Craig Buckalew, Wayne Gregoire, Greg Leigh and Mike Pokrzywinski

Cc: File

From: Scott Huizenga, City Administrator

RE: Compensation Pay and Grade Plan

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In 2007, the City of East Grand Forks retained Springsted, Inc. to complete a market study and compensation plan for the City. This study arose out of two separate studies pertaining to Minnesota Pay Equity compliance in 2005 and 2006.

The compensation study was slated for implementation in 2008 after Springsted presented its findings to the City Council in fall 2007. Unanticipated changes in City Administration delayed implementation of the plan.

Recently, I retained Springsted in anticipation of labor negotiations to produce an update to the compensation plan. Springsted incorporated the three-percent cost-of-living adjustments for Fiscal Years 2008 and 2009. The results of the update are attached.

After exploring a number of implementation options, we chose to enter negotiations by proposing to place all employees in 2010 on the nearest pay steps to their current salaries. Employees already above the current pay scale will receive increases of one percent annually until the pay scale "catches up" with their current salaries through periodic cost-of-living adjustments granted by the City Council.

The concept of pay grades and steps is not new. Each labor bargaining unit and some non-union employee groups already have embedded step increases through contracted rates and longevity steps. This has resulted in a disjointed pay philosophy that does not equally compensate similarly-rated job classifications. Further, the City has had difficulties in reporting its Pay Equity compliance to the State of Minnesota because similar classifications do not receive equivalent salaries or longevity pay. The proposed compensation plan incorporates a *pay philosophy* in which job classifications are compensated equally. Longevity and clothing allowances are incorporated into the ongoing pay plan through grades and steps.

For Fiscal Year 2010, the net impact of the plan is approximately \$45,000, or about a 1.4 percent salary increase. The three year average increase for citywide payroll through 2010-2012 is 2.27 percent, based upon current personnel and positions.

In future years, the City Council may wish to periodically grant cost-of-living adjustments that would increase the entire pay scale by the approved percentage. Council should also consider periodic market salary studies to ensure that the structure remains competitive with competing salaries in both the public and private sectors.

Incorporation of the plan for union positions is contingent upon ongoing labor negotiations.

**Recommendation:**

Approve the Compensation Plan effective January 1, 2010 for non-union positions. Approve collective bargaining agreements with the same compensation plan as they are confirmed by the bargaining units.

Position	Points	Grade
Accounting Technician	200	7
Arena Manager	252	9
Assistant Fire Chief	375	13
Assistant Line Foreman	362.5	13
Billing Clerk/Deputy Secretary	163	6
Building Inspector	278	10
Building Official	405	14
City Administrator/Clerk-Treasurer	778	21
Custodian	90	3
Customer and Energy Service Manager	395	13
Detective Sergeant	378	13
Distribution Superintendent	476	16
Distribution System Foreman	380	13
Equipment Operator	180	6
Executive Secretary	193	7
Finance Director	593	18
Fire Chief	555	17
Fire Department Engineer	310	11
Fire Marshall/Assistant Fire Chief	402.5	14
Firefighter	225	8
General Manager	695	19
Information Systems Manager	318	12
Librarian	280	10
Library Clerk	110	4
Library Coordinator	248	9
Library Director	500	16
Lineworker	340	12
Mechanic	223	8
Park Foreman	275	10
Park Maintenance Worker	160	6
Parks and Recreation Superintendent	530	17
Patrol Officer	270	10
Permit Technician	163	6
Police Chief	595	18
Police Sergeant	378	13
Public Works Foreman	285	11
Public Works Superintendent	570	17
Recreation Supervisor	304	11
Secretary	140	5
Secretary/Dispatcher/Jailer	150	5
Senior Billing Clerk/Secretary to Commission	190	7
Senior Center Coordinator	268	9
Truck Driver	150	5
Utility Business Secretary	160	6
Utility Locator/Systems Technician	243	9
Utility Operations Secretary	160	6
Utility Senior Secretary/Support Technician	230	9
Wastewater Operator	220	8
Water Distribution Maintenance Worker	200	7
Water Plant Operator	233	9
Water Treatment Superintendent	472	16
Police Lieutenant	425	14

East Grand Forks 2009 Pay Plan (Proposed)

Spread Between Grades 6.5%  
 Spread Between Steps 12-72 4.0%  
 Longevity Included

Points		Grade	Step (Months)							
			Start	6	12	24	36	48	60	72
0 -	64	1	23,347.79	23,962.21	24,576.62	25,805.46	27,034.29	28,263.12	29,491.95	30,720.78
65 -	84	2	24,865.40	25,519.75	26,174.10	27,482.81	28,791.52	30,100.22	31,408.93	32,717.63
85 -	94	3	26,481.65	27,178.54	27,875.42	29,269.19	30,662.96	32,056.73	33,450.51	34,844.28
95 -	134	4	28,202.96	28,945.14	29,687.32	31,171.69	32,656.06	34,140.42	35,624.79	37,109.15
135 -	154	5	30,036.15	30,826.57	31,617.00	33,197.85	34,778.70	36,359.55	37,940.40	39,521.25
155 -	184	6	31,988.50	32,830.30	33,672.10	35,355.71	37,039.32	38,722.92	40,406.53	42,090.13
185 -	214	7	34,067.75	34,964.27	35,860.79	37,653.83	39,446.87	41,239.91	43,032.95	44,825.99
215 -	229	8	36,282.16	37,236.95	38,191.74	40,101.33	42,010.92	43,920.50	45,830.09	47,739.68
230 -	269	9	38,640.50	39,657.35	40,674.21	42,707.92	44,741.63	46,775.34	48,809.05	50,842.76
270 -	284	10	41,152.13	42,235.08	43,318.03	45,483.93	47,649.83	49,815.73	51,981.64	54,147.54
285 -	314	11	43,827.02	44,980.36	46,133.70	48,440.39	50,747.07	53,053.76	55,360.44	57,667.13
315 -	354	12	46,675.77	47,904.08	49,132.39	51,589.01	54,045.63	56,502.25	58,958.87	61,415.49
355 -	399	13	49,709.70	51,017.85	52,326.00	54,942.30	57,558.60	60,174.90	62,791.20	65,407.50
400 -	434	14	52,940.83	54,334.01	55,727.19	58,513.55	61,299.91	64,086.27	66,872.63	69,658.98
435 -	454	15	56,381.98	57,865.72	59,349.45	62,316.93	65,284.40	68,251.87	71,219.35	74,186.82
455 -	504	16	60,046.81	61,626.99	63,207.17	66,367.53	69,527.89	72,688.24	75,848.60	79,008.96
505 -	589	17	63,949.85	65,632.74	67,315.64	70,681.42	74,047.20	77,412.98	80,778.76	84,144.54
590 -	659	18	68,106.59	69,898.87	71,691.15	75,275.71	78,860.27	82,444.82	86,029.38	89,613.94
660 -	719	19	72,533.52	74,442.30	76,351.08	80,168.63	83,986.18	87,803.74	91,621.29	95,438.85
720 -	749	20	77,248.20	79,281.05	81,313.90	85,379.59	89,445.29	93,510.98	97,576.68	101,642.37
750 -	849	21	82,269.33	84,434.32	86,599.30	90,929.26	95,259.23	99,589.19	103,919.16	108,249.12
Spread From Top Step			76%	78%	80%	84%	88%	92%	96%	100%